

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel	David Bracilano/684-7874 Sarah Butler/684-7929	Candice Livingston/233-7274 Forrest Longman/684-0331

Legislation Title:

AN ORDINANCE relating to City employment; authorizing execution of a collective bargaining agreement between the City of Seattle and the Seattle Police Dispatchers' Guild to be effective January 1, 2012 through December 31, 2013; providing payment therefor; and ratifying and confirming prior acts.

Summary of the Legislation:

This legislation authorizes a collective bargaining agreement between the City and the Seattle Police Dispatchers' Guild ("Dispatchers' Guild") providing for wages, healthcare, and other conditions of employment effective January 1, 2012 through December 31, 2013. This legislation affects approximately 96 City employees represented by the Dispatchers' Guild.

The City will increase union members' wages by 0.4 percent in 2012, and 3.3 percent in 2013 (based on 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index ["CPI"] for Urban Wage Earners and Clerical Workers [CPI-W] for the period of August through June of the base year and the period of August through June of the following year). Health care cost sharing will continue as agreed upon in the previous contract: the City will pay up to 7 percent of annual healthcare cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs. The City and the Dispatchers' Guild agreed to a tiered sick leave cash out system that provides retirement cash out at different rates depending on how many hours the employee has in his or her balance: the first 400 hours are cashed out at 25 percent of the employee's rate of pay, 401 -800 hours are cashed out at 50 percent of the employee's rate of pay, and all hours above 800 are cashed out at 75 percent of the employee's rate of pay. The City and the Dispatchers' Guild also agreed to an emergency leave day that does not reduce the employee's sick leave balance, and other cost-neutral changes to conditions of employment.

Background:

The collective bargaining agreement between the City and the employees represented by the Dispatchers' Guild expired on December 31, 2011. Union members continued to work on condition that their wages, hours and other working conditions be negotiated. Union members ratified the agreement in August of 2013.

Please check one of the following:

☐ **This legislation does not have any financial implications.**

☒ **This legislation has financial implications.**

While the contract has financial implications, this legislation does not appropriate any funding related to the contract at this time. The cost impact of the 2012 retroactive payment is estimated to be \$30,000 and will be absorbed by the Seattle Police Department (“SPD”). Should SPD be unable to completely absorb this payout, appropriations will be included in supplemental legislation at a later date. Wage adjustments for 2013 were included in the development of the 2013-2014 biennial budgets and do not require additional appropriations.

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
See above.
- b) **What is the financial cost of not implementing the legislation?**
If the contract is not legislated, employees will continue to receive the same wages that became effective on January 5, 2011. There may be additional legal risks associated with not implementing this legislation.
- c) **Does this legislation affect any departments besides the originating department?**
SPD is the only department affected by this legislation. This proposed Council Bill will impact SPD’s budget and, to the extent provided in the collective bargaining agreement, the operational functions of its Dispatchers’ Guild union members.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None.
- e) **Is a public hearing required for this legislation?**
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- g) **Does this legislation affect a piece of property?**
No.
- h) **Other Issues:** None

List attachments to the fiscal note below: None